

INFLUENCE OF LEADERSHIP, DUTY DEMANDS ON THE ORGANIZATIONAL COMMITMENT OF SIDOARJO GOVERNMENT

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Abstract

Demand Factor has a positive and significant effect on the Job Stress Factor. That can be because Job Demand given to the employees is already too much so it is possible that someone will feel burdened with their duties. It is very clear that the demands of the work are diverse and not in accordance with the compensation and skills possessed by employees will have an impact on the commitment of the organization concerned. This has been confirmed by Munandar (2001) in Koesmono (2007: 47) which states that leadership in task guidance is a workload consisting of a combination of quantitative and qualitative activities.

For Career Stagnation factors a positive but not significant effect on Job Stress Factors. This can be caused by a person's career can develop. Where career is everyone's dream. Therefore, every step in carrying out tasks within the organization or company a person will strive to improve work performance for the achievement of a career that is aspired. The existence of someone's increased career can add to someone's burden, so that by increasing the burden he receives, that person will cause burnout which will have an impact on Job Stress. This is consistent with the opinion of Allen et. Al (1998) in Koesmono (2007: 62) which says that plateau job content can be seen as normal in organizations and have an impact on one's organizational commitment both negative (distress) and positive (eustress), this is also experienced by someone at work so that the person concerned prioritizes the duties and rewards obtained while on duty.

Keywords: Leadership, Task demands, Organizational commitment

Preliminary

Stress or mental pressure is a natural state, formed in humans in response to every desire or will. Therefore stress cannot be avoided, because it is a part of everyday life in humans. This situation will certainly require greater employee energy, but according to Davis and Newstrom (1989: 469) in (Koesmono, 2007: 53) In line with increased stress, achievement tends to rise because stress helps employees to direct all resources in meeting work standards.

Stress will arise if there are demands on someone who can be felt challenged, pressured, overburdened or exceeded the power of adjustment that is owned by an individual, as a result of stress or work productivity becomes down (Kirkcaldy, 2013: 22). Work stress on employees can have an impact on decreasing work productivity through various forms of psychological, physical, behavioral and cognitive decline in workers, which directly affect employee performance, but work stress can also have a positive effect in the sense of being able to encourage. Employee performance due to increasing motivation, therefore it needs good communication and cooperation between all line departments at every level of management.

In general, an employee if he has joined an institution is demanded to provide high loyalty for the achievement of organizational goals. Organization or place of work people become a second home for someone because of the workplace concerned can meet their needs. Organizational commitment is needed for all employees because the success or failure of an effort to achieve the goal must be based on high commitment from all members of the organization (Koesmono, 2017: 52).

During this time it faces a high number of employees who do not come to work for various reasons ranging from permission, illness and absence or without information. In addition, information was also obtained from employees that dissatisfaction was caused by a non-conducive work environment. In addition, the existing leadership is less able to direct unproductive employees to be creative and encourage employees to carry out their duties properly so that employees are unable to carry out various types of tasks which are obligations that must be carried out properly, this situation affects the work performance of employees that have an impact on not Achieving a career aspired to this situation makes employees feel stressed about their work. Work stress that appears on an employee will give a negative value to the company so that employee attachment to the organization as the nature of an individual's relationship with the organization that allows a person to have a high attachment to the company is reduced. This situation makes the willingness of employees to carry out their main activities without expecting real rewards to be realized.

According to Meyer (2013) in Koesmono (2017: 52) said the higher one's commitment to the organization will have an impact on the willingness to carry out other activities that must

be carried out without regard to the rewards that will be received. So that if the commitment to an employee's organization is high, the ability of a person to carry out activities or tasks outside of his responsibilities is formed in order to achieve organizational goals.

Theoretical Basis

Definition and Role of Human Resource Management (HRM)

There are several definitions of HRM. HRM itself comes from the words management and HR. According to Handoko (2014: 3) management includes the functions of planning, organizing, preparing personnel, directing and supervising. So HRM is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. (Handoko, 2014: 4)

According to Flippo (2013: 5), personnel management is planning, organizing, directing and controlling the procurement of labor, development, compensation, integration, maintenance, and separation of human resources with the aim of achieving individual, organizational and community goals.

According to Richard L. Daft (2012: 508), HRM refers to the activities taken to attract, develop, and maintain an effective workforce in an organization.

Definition and Role of Leadership

leader or manager is required to be able to give the best to the organization or company by working with employees. When working with subordinates, a leader will use his managerial skills to the fullest. The leader's behavior will have an impact on his subordinates in carrying out tasks that become his duty, therefore a leader must be able to cause subordinates to be not innovative and creative.

Leadership and management are often confused by many people. Though between the two there are important differences to understand. Leadership has a broader meaning than management, because leadership can be used by everyone and is not limited to just an organization. Leadership can be done and occurs within and outside the organization. While management is leadership that is limited by bureaucratic manners or is associated with the thought of an activity to achieve an organizational goal.

Leadership is interpersonal influence, in certain situations and directly through the communication process to achieve one or several specific goals. (Tannebaum, Weschler and Nassari, 2013, 24). Leadership is a personal attitude, which leads the implementation of activities to achieve the desired goals. (Shared Goal, Hemhiel & Coons, 2017, 7). Leadership is a process

that influences group activities that are organized to achieve common goals. (Rauch & Behling, 2014, 46). Leadership is a process that gives meaning (meaningful leadership) to the collaboration and is produced with a willingness to lead in achieving goals. (Jacobs & Jacques, 2013, 281)

Definition and Role of Career

A career or "career" in English is basically a technical term in personnel administration or "Personal Administration". According to Drs. T. Hani Handoko in his book "Personnel Management and Human Resources" states that a career or "career" is: all the work (or position) owned (or held) during one's work life ". Thus, careers show the development of individual employees in the level of office or rank that can be achieved during the work period in an organization. (Martoyo, 2013: 70)

According to Tohardi (2013: 278) Career is a level (job) that has been held (held) by someone as long as the person works in an organization or company. For that person who has a good career, it means he always occupies a good job or position as well. A good job or position in this sense is a job that is challenging, more prestigious, more authority and responsibility where all of that will also affect the amount of compensation (wages / salaries) that will be received by the worker / employee or worker. (Tohardi, 2012: 278)

Definition and Role of Job Satisfaction

Getting job satisfaction is everyone's dream, but not everyone will feel or get job satisfaction as desired. Many things that cause job dissatisfaction can occur one of them because the work environment is not conducive. Dole and Schroder (2013) say that job satisfaction can be defined as feelings and feelings, in Testa (12013) job satisfaction is an excitement or positive emotional statement to the assessment results of a job or work experiences. Whereas Wright and Staw (2013) say job satisfaction is an important area in studying organizations because of the influence in evaluating employee performance. Linz (2012) in his research said that positively with job satisfaction. Whereas Weiss and Cropanzano (1996) say that work is an evaluation and opinion that is positive or negative from a situation or task.

Research methodology

Operational Description and Variable Measurement

Operational Description

The variables observed in this study consisted of several variables. These variables are as follows:

1. Leadership (X1)

It is the transfer of some responsibility to the employees of the Simo Village Government,

Kendal District, Ngawi Regency, so that employees can carry out what they want. Indicators that influence leadership are (Koesmono, 2007: 48):

- a. Managerial Ability
- b. Directing
- c. Member Trust

2. Career Staknan (X3)

Is a career path that does not increase or does not change experienced by employees. Indicators that affect the career Staknan namely (Tohardi, 2002: 281):

- a. The Attitude of a Boss
- b. Experience
- c. Education

3. Organizational Commitment (Y)

Is an engagement of Simo Village Government employee Kendal District Ngawi Regency to the organization as the nature of the relationship of an individual with the organization that allows a person who has a high commitment. Indicators that affect organizational commitment, namely (Koesmono, 2007: 52):

- a. Level of confidence
- b. Organization goals
- c. Loyalty

Variable Measurement

The measurement scale used is the interval scale (interval scale) which is a measurement scale that states the category, rank and distance of the construct measured now (2006; 18). While the method of measuring his attitude using a Likert scale (Likert Scale) is a method that measures attitudes by expressing agreement and disagreement with certain subjects, objects or events. Research number seven (5) is a limit that states the order of agree or disagree. Now (2006; 31).

5 in this study follows the following patterns, for example

I strongly agree ----- 5 strongly disagree

The response or opinion is expressed by giving an attitude that is in the range of values 1 to 5 on each scale, where the value of 1 indicates the lowest and the value of 5 is the highest value.

Test Results F Test and t test

Tabel : t test

Model	t	sig
Leader ship	2,856	0.000
Carier	2,457	0,024

T test results in the table above show that:

1. Leadership Variable (X1) significant level of 0,000. Because the significant level of this variable is less than 5% (sig <5%). This means that the Leadership variable (X1) partially influences Organizational Commitment.

2 Discussion of Research Results

From the test results shown, obtained Leadership Factors have a positive and significant effect on Job Stress Factors. That can be because a leader has used his managerial abilities to the maximum extent possible. Where the behavior of leaders will have an impact on subordinates in carrying out the tasks that have become their obligations, so that the leader should provide examples of good behavior not bad behavior. This is supported by the opinion of Koesmono (2007: 62) which states that leadership influences organizational commitment, for a leader to give up some of his control to demand trust from his members.

The Job Demand Factor has a positive and significant effect on the Job Stress Factor. That can be because Job Demand given to the employees is already too much so it is possible that someone will feel burdened with their duties. It is very clear that the demands of the work are diverse and not in accordance with the compensation and skills possessed by employees will have an impact on the commitment of the organization concerned. This has been confirmed by Munandar (2001) in Koesmono (2007: 47) which states that leadership in task guidance is a workload consisting of a combination of quantitative and qualitative activities.

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